

**OCCUPATIONS CONSIDERED HAZARDOUS (NOT PERMITTED FOR ANY MINORS)**

- A) Manufacturing or storage operations involving explosives
- B) Motor vehicle driver (full time or at Night)
- C) Occupations connected with mining
- D) Logging and sawmill operations
- E) Power driven woodworking machine operations, circular saws and band saws, paper product machine operations, Bakery machine operations, and hoisting apparatus operations
- F) Wrecking and demolition occupations
- G) Brick and tile manufacturing occupations
- H) Roofing occupations
  - I) Excavation occupations
  - J) Slaughtering, meat packing, or Processing occupations
  - K) Occupations involving exposure to radioactive substances
  - L) Occupations involving use of contact with lead/toxic substances
  - M) Welding Occupations



**7. GENERAL INFORMATION**

- A) Any employer found in violation of any minor labor law may be subject to civil money penalties.
- B) If you have reason to believe an employer is in violation of any laws, please report the incident immediately to the Louisiana Workforce Commission
- C) Report inquiries / complaints to:

[laborprograms@lwc.la.gov](mailto:laborprograms@lwc.la.gov) or call;

Hammond Office	985-543-4968
New Iberia Office	337-373-0010 Ext 127
Alexandria Office	318-487-5516
Houma Office	
Metairie Office	504-838-5678 Ext 111
Shreveport Office	318-676-7070
Baton Rouge Office	225-342-7824
Lake Charles Office	337-475-3011

An Equal Opportunity Employer/Program  
Auxiliary aids and services are available upon request to  
individuals with disabilities • TDD 800-259-5154

**TIPS FOR  
EMPLOYERS  
WHEN  
EMPLOYING  
MINORS**

**LABOR PROGRAMS  
SECTION  
MINOR DIVISION**

[www.laworks.net](http://www.laworks.net)

(Revised 01/22/13)

## **LOUISIANA MINOR LABOR LAWS**

### **1. EMPLOYMENT CERTIFICATES**

- A) All minors under the age of 18 **MUST** obtain an Employment Certificate before beginning employment.
- B) An "Application to Employ" Form **MUST** BE COMPLETED BY THE PROSPECTIVE Employer, signed by parent or guardian, and presented to an Authorized issuing officer of the parish.
- C) Proof of Age required to obtain an Employment Certificate:
  - 1. Birth Certificate
  - 2. Baptismal Certificate
  - 3. Contemporaneous bible record of birth
  - 4. Passport or certificate of arrival in United States.
  - 5. Life insurance policy, dated 2 years prior to application.
  - 6. A school record or identification showing the minor's age.
  - 7. Current valid Louisiana drivers license or other state-issued identification, including a special identification card, with the minor's date of birth.
  - 8. Affidavit signed by parent or guardian.

### **2. HOURS OF EMPLOYMENT**

#### **Minors 14 & 15 Years of Age MAY NOT:**

- A) Work more than 3 hours on any day during which school is in session
- B) Work more than 18 hours during any week school is in session
- C) Work more than 6 consecutive days in One week (Employer work week)
- D) Work more than 40 hours in any week
- E) Work more than 8 hours in any day

#### **MINORS 14 & 15 YEARS OF AGE, WHO HAVE NOT:**

##### **GRADUATED FROM HIGH SCHOOL MAY NOT:**

Work between the hours of 7:00 p.m. and 7:00 a.m.; except from June first through Labor Day at which time the permissible hours are extended to 9:00 p.m.

#### **MINORS 16 YEARS OF AGE, WHO HAVE NOT**

##### **GRADUATED FROM HIGH SCHOOL MAY NOT:**

Work between the hours of 11:00PM and 5:00AM prior to the start of any school day.

#### **MINORS 17 YEARS OF AGE, WHO HAVE NOT GRADUATED FROM HIGH SCHOOL MAY NOT:**

Work between the hours of 12:00AM and 5:00AM prior to the start of any school day

### **3. BREAK REQUIREMENTS**

**ALL MINORS MUST** have a 30 minute uninterrupted break period within every 5 hours of employment.

**ALL MINORS SHALL RECEIVE AN EIGHT HOUR REST BREAK AT THE END OF EACH WORK DAY, BEFORE THE COMMENCEMENT OF THE NEXT DAY OF WORK.**

### **4. OCCUPATIONS NOT PERMITTED FOR 14 & 15 YEAR-OLD MINORS**

- A) Any manufacturing or mining occupation
- B) Processing plants, such as fish, poultry, or commercial laundries
- C) Public messenger services
- D) Operating any hoisting apparatus or any Power driven machinery
- E) Warehousing or storage
- F) Transportation by rail, highway, air, or water
- G) Construction sites, including repair work
- H) Boiler or engine rooms
- I) Work in connection with repair of machines or equipment
- J) Outside window washing and all other work that involves use of ladders or scaffolds
- K) Cooking and baking
- L) Operating food slicers, grinders, choppers, and mixers
- M) Work in freezers and meat coolers
- N) Loading and unloading goods on and off trucks

### **5. OCCUPATIONS PERMITTED FOR 14 & 15 YEAR-OLD MINORS**

- A) Office and clerical work
- B) Cashiering and sales
- C) Price marking, assembling, and packing
- D) Bagging and carrying out in grocery stores
- E) Errand and delivery work by foot or public Transportation
- F) Clean-up work and ground maintenance  
**(No power mowers)**
- G) Kitchen work and dishwasher
- H) Car washing dispensing gasoline, and courtesy service
- I) Cleaning vegetables and fruit, wrapping, and stocking
- J) Commercial Sales
- K) Golf Caddy